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# In General

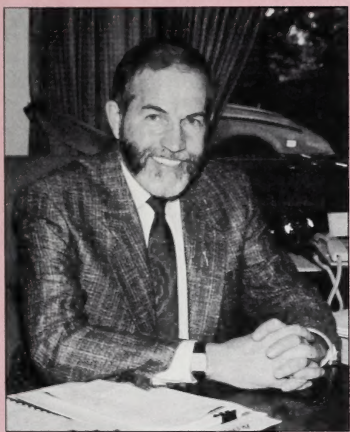


PUBLISHED QUARTERLY BY THE ATTORNEY GENERAL – COMMUNICATIONS BRANCH

VOLUME 4 NUMBER 2 – DECEMBER 1991



## Season's Greetings from the Minister



**Honourable Ken Rostad, Q.C.,  
Attorney General**

**W**ith the Holiday Season and the closing of another year, it is only natural to reflect upon past achievements and to set new goals as we look ahead with renewed hope and ambition.

This past year has been a busy and challenging one for the Department as we underwent organizational change, dealt with many complex issues and completed the Justice Initiatives. It has been a very successful and productive year, and I would like to thank all of the staff for their efforts and congratulate them on a job well done.

Amid the often hurried preparations for the holiday season, it is sometimes difficult to step back and focus on the special qualities of Christmas. It is a unique time of year that brings people closer together and embodies a spirit of forgiveness and goodwill that we all wish would linger throughout the year.

I am looking forward to 1992 and the challenges it will bring, and I would like to wish each and every one of you, your family and friends, a happy holiday season and all the best in 1992.

**Merry Christmas.**

## Notes from the Deputy Attorney General

As 1991 draws to a close, I would like to share with you some of my thoughts on events of the past year and on what the Department might expect in the coming year.

Some may recall last winter as a winter of discontent, with a number of concerns being expressed as to the state of the administration of justice in our province. Broadly speaking, this occurred as a result of restraint budgets coming into conflict with expectations of the public and of interest groups in the legal system.

We were able to begin to address those concerns in the spring of this year when the Attorney General presented our Departmental budget to the Legislature. The budget began to address the concerns in two ways. Firstly, the Attorney General was able to convince the Legislature to commit funding and resources to our Department in areas which had been affected by restraint programs in the past. Secondly, and perhaps more importantly in the long term, we began to make some fundamental changes in the way we conduct the business of the Department.

Most of the Administration of Justice Initiatives which were announced by the Attorney General in the spring of this



# Provincial Prosecutors Appointed



On September 30, 1991, 10 Provincial Prosecutors took their oaths of office. Five Calgary positions and five Edmonton positions were created as a result of the Administration of Justice Initiatives announced by the Attorney General, Ken Rostad, Q.C., in April. The successful candidates for the Calgary positions were: Linda Halls, formerly the Assistant Office Manager of the Calgary Crown Prosecutors Office; Peter Jobbins, who was a detective with the Commercial Crime Section of the Calgary Police Service; Janet Smale, formerly the Court Administrator at the Provincial Court in Vermilion; Robert Gregory, formerly an officer with the Peel Regional Police Force in Brampton, Ontario; and Terry Melendy, who was with the Military Police as well as the Court Liaison and Community Relations representative for CFB Calgary.

The Edmonton positions were filled by: Wendy St. Germaine, with 14 years

experience as an RCMP officer; David Melney, with nine years experience on the Edmonton Police Service; Bruce Pollard, who worked as an officer both with the RCMP and the Louis Bull Band Police Force; Brenda Doris, formerly a court liaison officer with the RCMP; and Richard Parkin, with a background in consulting, government, RCMP and prosecutions work.

The Provincial Prosecutors, whose work will include Traffic Court prosecutions, witness selection and Crown disclosure, underwent an intensive month-long training period at their respective offices and participated in courses held in Banff. The Banff component culminated with mock trials before His Honour Judge R.H. Davie at the Provincial Court in Banff. The training course was designed and conducted by senior Crown prosecutors from the Edmonton and Calgary offices.



**Back row (left to right): Steve Bilodeau, His Honour Judge Robert Davie, Martin Elton, Terry Melendy, David Melney, Bruce Pollard, Peter Jobbins, Robert Parkin, Robert Gregory.**  
**Front row: Bob Sigurdson, Elizabeth Hughes, Brenda Doris, Linda Halls, Cathy Penich, Irv Yaverbaum, Janet Smale and Wendy St. Germaine.**

## Wanted: Your Articles!



- Are you working on interesting projects in your branch?
- Have you recently participated in a departmental activity or function?
- Do you have a hobby or interest that you'd like to share with others?

If so, *IN GENERAL*... would like to receive your articles for publication in the newsletter.

Please send submissions to your editorial board representative or the Communications Branch. ✨

## In General...

*IN GENERAL*... is published quarterly by the Department of the Attorney General for its more than 2,500 staff members — clerical, professional, technical and management — in its many locations throughout Alberta.

*IN GENERAL*... provides an exchange of information about the Department's people, programs and initiatives to promote a greater sense of understanding and cohesiveness among employees throughout the province.

The views and opinions expressed in *IN GENERAL*... are not necessarily those of the Department of the Attorney General or the Government of Alberta, but are those of the authors.

Articles or excerpts may be reproduced with credit.

Submissions are invited from individual staff and branch representatives.

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**Alberta**  
 ATTORNEY GENERAL



## Notes from the Deputy...

CONTINUED FROM PAGE 1



year are now in the final stages of implementation:

- Eleven new Crown prosecutor positions were filled, and necessary building renovations and equipment purchasing were substantially completed.
- The 10 provincial prosecutorial positions in Edmonton and Calgary were filled, and extensive training sessions for the prosecutors took place in October.
- The classification process for new permanent support positions for prosecutors was substantially completed.
- The new judicial appointment for the Calgary Criminal Provincial Court was filled, as was the new Provincial Court appointment in Calgary Family and Youth Court. In addition, the new appointment to the Provincial Court in northern Alberta has been completed and announced.
- Job descriptions were completed for the 12 additional judicial support positions around the province, and staff commenced between September and November 1991.
- The necessary legislation was passed, and competitions were closed for the new Provincial Court Commissioners who hear provincial offences. Training was conducted in the Provincial Court, and the Commissioners began sitting at the end of October.
- All job descriptions were completed for the 29 new positions to be located at various Court Service locations throughout the province; most staff were on board by September 30, 1991.
- A number of changes were made to the Provincial Young Offenders Act to simplify procedures for dealing with young offenders accused of committing provincial offences; the Alternative Measures Program was expanded to allow more first-time young offenders to be diverted from the courts.



Neil McCrank, Q.C., Deputy Attorney General

- Summer blitz courts were held in Edmonton and Calgary to reduce the backlog of Youth Court matters, and this strategy will be employed as needed in the future.
- The new Legal Aid Agreement was implemented as of April 1, 1991, and the Department has continued to negotiate with the Law Society of Alberta with respect to a number of issues affecting Legal Aid, such as the mode of delivery and the structure of the relationship between the Attorney General's Department, the Law Society of Alberta, and the Legal Aid Society of Alberta.

Overall, I believe that the Administration of Justice Initiatives have been successful in relieving stress points which existed in the system. However, as successful as I believe the initiatives to have been, they are only the first step in what will have to be a continuing process of evolution.

The last number of years have made it clear that government no longer operates in an environment where one can hope to solve problems by pouring more resources into the existing system. We have to look for ways to change the system and to expend the resources that we do have in better and different ways. The environment we live and work in is becoming one of more or less constant change.

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***"Overall, I believe that the Administration of Justice Initiatives have been successful in relieving stress points which existed in the system."***

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It has become important, therefore, that the Department place itself in a position to manage change, rather than be managed by it. The Justice Initiatives were a first step to solve immediate problems. Following the development of the Justice Initiatives, the Management Committee of the Department, working with the Attorney General, developed a framework for strategic planning. Over the summer months, all of the Divisions were engaged in planning exercises. During the fall of this year, the work of the individual areas of the Department was consolidated, divided into short, medium and long-term projects, analyzed for feasibility and prioritized in terms of resources available and required.

The result of this consultation process has been a document which should serve as a blueprint to guide the Department as we move through this decade and into the next. (The planning document was not finalized at the time of

CONTINUED ON PAGE 4



## Notes from the Deputy...

CONTINUED FROM PAGE 3

writing; once it has been finalized, I would like to discuss it with everyone in the Department, perhaps in the next edition of *IN GENERAL*...) This does not complete the planning process, nor is the document intended to be a final one. The type of strategic planning that we have initiated this year is intended to be repeated every year and the results incorporated into the annual budget cycle.

I believe that the strategic plan that has been developed will be particularly useful and relevant to daily operations of the Department, because it has been developed in consultation with a broad cross-section of the Department. In an environment of change, we will have to

rely more than ever on the efforts, the initiative, the experience, and the participation of employees in every Branch and at every level of the Department. I am confident, however, that with your help the initiatives that we have undertaken in the past year and the planning and procedures that we have put into place for next year and years to come will continue to be successful, and we will continue to offer to the people of Alberta a first-class system of administration of justice.

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***"It has become important... to manage change, rather than be managed by it."***

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1990 was a difficult year; 1991 was an exciting and challenging one. As 1991 comes to a conclusion, I would like to express my personal thanks to each

and every one of you who worked so hard to ensure that we were able to deal with the difficulties that were facing us. The type of team approach demonstrated by you over the past year allowed us to jointly solve problems which may well have been insurmountable otherwise.

In this climate of restraint, it is extremely difficult for government to increase resources in any area. I know that you are all well aware of how difficult it was for our Attorney General, Ken Rostad, to be able to convince Treasury Board to increase our Department's budget by the very significant amount of 11.2 per cent. This reflects the high level of commitment and concern which the Attorney General has towards the justice system, and I wish to express my appreciation to him on behalf of all of us for this firm and unfailing support and guidance. At the same time, the Attorney General's commitment would have been for naught without the joint and individual efforts of each of you in pursuing the changes necessary to make the Treasury Board decisions effective. I know that Mr. Rostad joins me in thanking each of you for your loyalty and support in return.

I take this opportunity to wish each of you and yours a peaceful and joyous holiday season and a New Year blessed with happiness and success. ❀

## Commissioners Appointed to Provincial Court



The appointment of 10 Commissioners to the Provincial Court of Alberta, was announced by Alberta Attorney General Ken Rostad, Q.C., on October 17, 1991. They are as follows:

### Edmonton:

Laurie Z. Mozeson (full-time), Waldo Ranson (full-time), R. Max Gold (part-time), Lee Hagen (part-time), R. Allan Harris (part-time)

### Calgary:

Patrick McIlhargey (full-time), Catherine M. Skene (full-time), Marlene Louise Graham (part-time), John R. Shaw (part-time)

These new appointments form a component of the recently announced Administration of Justice Initiatives. Two Commissioners will serve full-time in Edmonton and two will serve full-time in Calgary. The remaining six will be equally divided between the two cities and serve on an "as needed" basis to act when the full-time commissioners are unavailable or when extra traffic courts are required.

The Commissioners will preside in Traffic Court in Calgary and Edmonton, and will adjudicate cases under the Highway Traffic Act, a variety of provincial statutes and city by-laws.

The appointees are lawyers who have a minimum of five years experience at the Bar, and were selected in an open competition. Their appointment is effective for five years and is non-renewable.

"I was most impressed by the professional calibre of the applicants to these positions," stated Mr. Rostad. "As a result, we have been able to recruit very well qualified people to these important new positions. Their professional expertise will be an asset to the Provincial Court of Alberta and will benefit the administration of justice as a whole. I am pleased that we were able to implement this initiative along with other initiatives I announced in the spring of this year. It is anticipated that this will assist in reducing the pressures on the system of justice which were evident earlier this year." ❀

## Civil Service Orientation

Visitor Services offers a unique orientation program, the **Civil Service Orientation**, which is tailored to the needs of individual departments and their staff. The program is designed to help staff understand both the relationship between their Minister and the Department they work for, and how what goes on in the Assembly affects their Department. In a relaxed and informative presentation, department staff are given a complete, behind-the-scenes look at the Legislature. This two to three hour program has proven effective for new and experienced staff. If you are interested in the **Civil Service Orientation**, please call Visitor Services at 427-7362 for more information. ❀



# 'whither Canada'



What does the Alberta Attorney General's Department have in common with the National Defence College of Kingston, Ontario? During a 44-week period commencing in the fall of 1989, the answer to that question was Nolan Steed, Director of Constitutional and Energy Law.

Nolan, together with 43 other senior civilian and military officials from Canada and four other countries, completed the intensive program of joint studies in national and international affairs. The course focused particularly on issues which affect national security and policy development in Canada. The Government of Alberta nominated Nolan to the College, and the Department sponsored him.

During a recent discussion with *IN GENERAL*..., Nolan spoke of his experiences at the College. "Notwithstanding the name of the College, only a small part of the program dealt with military subjects," Nolan said. "Subjects covered a broad range of topics, including the nature of Canadian society, structure and management of the Canadian economy, Canadian resources and capabilities, Canada/USA relations, global environment,

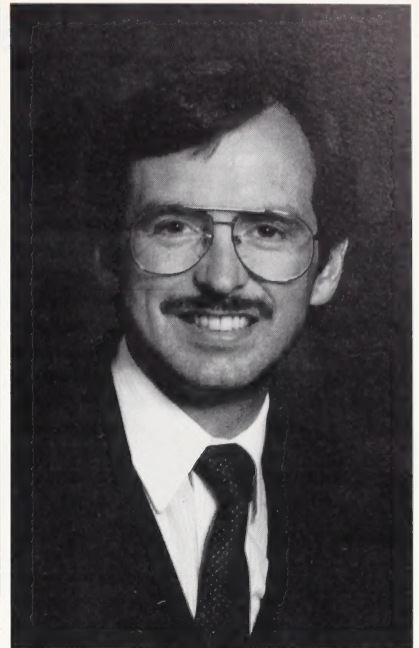
international organizations and management of global resources.

"To ensure Canadian relevance," Nolan continued, "the program was tied together by a common theme which was 'whither Canada' or 'what kind of policies for what kind of Canada in what kind of world'."

A unique aspect of the College is the combination of study, lectures by more than 100 outside specialists, and discussion of the issues, followed by field trips to observe and experience the issues first-hand. Course members spent 18 of the program's 44-week term on the road meeting and discussing the issues being studied with local government officials, academic and media commentators, and industry and business leaders.

Field trips included visits to each province and territory of Canada. Also 19 formal international visits were made. Countries and areas visited included the United States, Latin America and the Caribbean, Asia, Africa, Europe (East and West) and the Middle East.

Graduation requirements of the College included the completion of a thesis. Nolan's thesis, entitled "Provincial Internationalism: a Study and Comment



**Nolan Steed, Director of Constitutional and Energy Law**

on the Activities of Canadian Provinces in International Affairs," dealt with federal-provincial conflict and co-operation in the area of international affairs. The paper traced the development of the various theoretical options, from the development of the seminal Privy Council decision through to the restructuring of traditional political and economic realities, as well as speculated on future trends in the area.

In summarizing the value of the program Nolan said, "We live in a shrinking globe where an issue on the other side of the world can affect us, where local success and progress may depend on understanding and taking advantage of national and international factors. The NDC program gives course members a broader and more informed perspective on a variety of national and international issues. On a more individual level, the program improves inter-personal skills and analytical abilities, as well as being intellectually challenging and stimulating."

If you would like further details on this program, contact Jody Nisbet, Management Programs Division of the Personnel Administration Office, at 427-8283. ❁

## Plain Language and Readable Writing



Plain language is in vogue and the importance of effective communications is an accepted fact. Modern technology allows for electronic transmission of communications, numerous fonts, colours, graphics, spell-check, and you name it.

Despite all of this, a surprising amount of our most important communications are in our own handwriting. We write on quick memos,

margins, post-it notes, etc. The problem is that often no one can read it. Poor handwriting not only wastes the time of the reader, but can be dangerous and embarrassing to both the reader and the writer, particularly if it is misunderstood.

So, the next time you write, please take the time to make it readable. You can do it if you try, and it really is worth the effort. ❁



# Chief Crown Prosecutor Appointed in Calgary

On August 30, 1991, Bruce Fraser, Q.C., became the Chief Crown Prosecutor of the Calgary office. He succeeded Manfred Delong, Q.C., who was appointed Judge of the Provincial Court (Criminal Division) in Calgary in June.

A graduate of Sir George Williams University in Montreal and Dalhousie University Faculty of Law in 1972, Bruce joined the Department as a Crown

prosecutor in Calgary in 1973. In 1978 he was promoted to the position of Assistant Chief Crown Prosecutor, and in 1980 he was appointed Acting Chief Crown Prosecutor in the Calgary office.

In 1981, Bruce was appointed Acting Assistant Deputy Minister (Criminal Division) in Edmonton. Bruce returned to Calgary in 1983 as General Counsel, and the following year he took on the additional position of Director of Special

Prosecutions, continuing to operate out of Calgary.

Michael Allen, Q.C., Assistant Deputy Minister (Criminal Division), attended a meeting at the Calgary Crown Prosecutors Office to announce the appointment and to introduce Bruce. In his remarks, Mr. Allen stated that Bruce Fraser's selection had been based upon his ability to prosecute major or difficult cases, exercise independent, thoughtful decision-making, and manage people.

In his reply, Bruce said that the position of Chief Crown Prosecutor was the one he had always wanted and that he was happy to be back with the General Prosecutions Branch after an absence of 10 years.

Bruce and his wife Louella, who owns her own business, have one daughter, Jordanna, age 12. ❀

## People in General...

### Forms Expert to The Rescue

In the fall of 1990, Land Titles decided to modify its Service Request forms and Document Registration Request forms.

Draft designs of the forms were discussed innumerable times before they finally called in the expert — Janice Moysa of Special Services. Over the course of an eight-month period, Janice helped and guided Land Titles staff to produce forms that are a joy to behold and which meet all expectations.

As Roy Aylwin, General Administration Manager of Land Titles, explains, "These forms are multi-part forms, and because of our large volume of searches and document registrations, they consume a significant portion of our supplies budget. We decided to change the forms to reduce costs, to reduce customer errors in completing them and staff errors in processing them. The design of these forms needed to be improved to make them compatible with both our ALTA system and the scanning technology that is likely to affect them in the future."

Janice not only helped to make these forms more attractive and more conducive to efficiency than their predecessors, but they are also less expensive by about 27 per cent in the case of Service Request forms and by about 74 per cent in the case of the Document Registration Request forms. This translates into a potential saving of \$60,000 per year!

"In search for the ideal form, we discussed, drafted, re-discussed, and re-designed these forms many times," says Roy Aylwin. "In helping us see this project through to completion, Janice displayed exceptional competence, meticulous attention to detail, faultless follow-up, and an amazing tolerance in dealing with clients who continually change their minds."

Congratulations, Janice, on a job well done! ❀



**Janice Moysa, Administrator of Special Services**



**Bruce Fraser, Q.C., Chief Crown Prosecutor, Calgary**





# Crown Attorneys Meet in Banff

The fall conference of the Alberta Crown Attorneys' Association was held in Banff on September 18 to 20, 1991. Crown Counsel with General Prosecutions, Special Prosecutions, and Appeals and Criminal Law Policy Branches make up the membership of the Association.

Guest speakers included Theodore Borrillo (Attorney — Denver, Colorado) and Ted Van Dyck. Mr. Borrillo spoke to the conference on the subject of confessions by persons accused of criminal offences and compared the Canadian and American experiences. He was also the guest speaker at the banquet and gave a charming talk on Italy and the Italian people.

Mr. Van Dyck is an expert in the field of Native North American Culture with

experience in cross-cultural training and gave the conference an extensive presentation in the area of Native culture.

The Attorney General, Ken Rostad, Q.C., addressed the conference on September 20. His remarks covered a broad range of topics, including the Constitution, Alberta's budgetary situation, and the challenges facing our criminal justice system. He then participated in a questions-and-answer session.

The conference concluded with the annual general meeting and the election of the executive for the following year. The new executive is composed of Brian Peterson (Edmonton) — President, Orest Yereniuk (Edmonton) — Vice President, Gordon Wong (Calgary) — Vice President, Willard Willms (Red Deer) — Secretary, and Sylvia Kasper (Calgary) — Treasurer. In his closing remarks, Brian Peterson gave special thanks to retiring



**Brian Peterson, President, Alberta Crown Attorneys' Association**

Vice President Jerry Selinger (Calgary) and Treasurer Gordon Falconer (Lethbridge) for the many hours of dedicated service which they put in on behalf of the Association. ❁

## Conference Notice

The Royal Canadian Mounted Police and the Calgary Police Service have been chosen to host the 14th International Asian Organized Crime Conference in Calgary on July 12 - 17, 1992.

The theme for the conference is 'STRATEGIES FOR THE 1990s' which is intended to be beneficial to both investigators and management.

In addition to an informative conference program, a number of social events and an active spousal agenda are scheduled for the entire week.

For further information on registration or suggestions on topics and possible speakers, please feel free to contact the conference coordinators, Detective Darrell Wilson or Corporal Carman McKnight, at 268-8509 or 268-8530.



## Civil Law Fall Conference



The Alberta Government Civil Lawyers Association held its annual fall conference at the Banff Centre on September 26 to 29, 1991.

The theme "Computers and the Law" was the main focus of the conference. Delegates learned how to improve their efficiency using computers, were informed of recent advances in technology likely to change the practice of law in the future, and had the opportunity to try out different programs in "hands on" sessions.

Presentations and demonstrations were given by Jack Klinck, Q.C., Assistant Deputy Minister of Property Services; Tim Hurlburt, Herb Schlotter, Andrzej Nowacki and Marilyn Strichen of the Civil Law Section; Darcy Readman and David Cook of the law firm of Duncan and Craig; Anita Manley of Quick Law; and Wendy Warnock of International Rose Reporting.

Sessions were also held on Native law, constitutional aspects of impaired driving, impaired driving initiatives of the Alberta government, recent constitutional law decisions, and defamation law.

Speakers included Susan Cartier, a specialist in the area of Native law with the Civil Law Section; Robert Normey and Stan Rutwind of the Constitutional Law Section; Stella Wilson, Director of Driver, Vehicle and Impaired Driving Programs for the Alberta Solicitor General's Department; and Alan Lefever of the law firm Reynolds, Mirth.

Evening sessions included a lively and entertaining after-dinner speech by Chris Evans, Q.C., and a presentation by the Gaming Control Branch of Alberta Public Works, Supply and Services, followed by a "casino" (no real money involved!). ❁



# Ride Sharing... another Energywise idea

"There are a number of options available to Alberta drivers, which can save money when consuming fuel. Ride sharing is definitely one option worth considering," notes Howard Brinton, Energy Efficiency Coordinator for the Department. Two or more people — who live in the same area or enroute, and work together or in the general vicinity -- arrange to share rides. It means fewer cars on the road, reduced fuel consumption, more parking available, lower operating costs, and extended vehicle life . . . as well as less pollution.

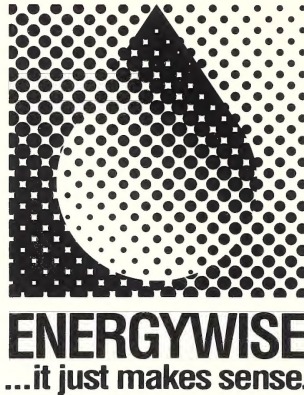
Ride sharing is a concept being encouraged on a voluntary participation basis. Some basic ideas should be kept in mind when organizing a ride sharing group:

- Groups can range in size from two to six. The average group is generally three or four people. Surveys show that groups of this size last longer and are more compatible.
- Car pool partners must establish a set of "dos and don'ts." Develop an appropriate route with pick-up times and locations, and settle details of cost-sharing.
- Not all members of the group are required to have their own vehicle.

***"Ride sharing is one way we can conserve fuel, help the environment and save money — all at the same time"***

Participants should be satisfied as to the suitability of each partner. Be honest with each other, and allow yourselves enough time to adjust to riding together. Sit down with the group and agree to a set of guidelines which include the following considerations:

- Draw up a reasonable driving schedule. Make arrangements for emergencies, and decide who the backup driver will be. Don't forget to make arrangements with the driver if you won't be needing a ride.
- Plan an efficient route and convenient



pickup points. You may need different routes if drivers alternate. If pickups are late, wait for a minute, and then move on to the next passenger.

- It may be more convenient to meet at a central location, rather than provide door-to-door service.
- Decide beforehand how costs will be shared. Regular paydays are the easiest time to settle your portion with the driver.
- Be considerate of your partners — avoid taking or requesting side trips, and don't forget to set a smoking policy.
- Vehicles should be in good mechanical condition and properly insured.
- Always drive in a safe and responsible fashion.

***"Public transit has its advantages as another viable method of getting to work — without the hassle of driving in rush hour traffic or paying for parking."***

In most urban centres, public transit is another EnergyWise alternative. Calgary and Edmonton offer the added convenience of rapid transit. Park-and-ride facilities are also available in various

areas served by express buses or rapid transit, and from outlying communities to the downtown core. In addition, a number of communities are developing innovative voluntary programs to reduce traffic, such as leaving your car at home on two designated days of the month.

Maybe it's time we changed some of our transportation habits. We should consider environmentally friendly alternatives which will reduce consumption levels without seriously altering our lifestyles, and save us some money.

If you have an innovative idea, questions, or require additional information, contact Howard Brinton at 427-5011. ✱

## MEP Social Committee



The Maintenance Enforcement Program's Social Committee is a unique group of volunteers who work very hard at organizing and promoting various social activities throughout the year. Some of this year's events included an annual dart tournament, bowling tournament, golf tournament, summer barbecue and billiard tournament.

Another highlight this year was the third annual OCTOBERFEST. Several teams gathered to compete in the "Boat Race." The object of this race is to be the first team to consume a carefully apportioned amount of beer and have your last member place their empty glass on the judge's head. The Director of Maintenance Enforcement, Gerry Leibel, graciously offered to be the judge.

To complete this year's schedule of events, the MEP's Social Committee organized the most anticipated event of the year, the annual Christmas banquet on November 30, 1991. All staff, family and friends were welcomed to this special occasion, and a good time was had by all. ✱



# Public Trustee Table Tennis



The purchase of one table-tennis table and a few related accessories proved to be a huge success at the Public Trustee Office in Edmonton.

In the fall of 1990, to help combat fall and winter lunch-hour inactivity, two members of the Edmonton Public Trustee staff purchased the necessary equipment through the Bargain Finder newspaper. Soon many staff members participated in lunch-hour tournaments. The level of play improved gradually, but the action was always fast and furious and provided the participants with rousing exercise and an outlet to vent anxieties.

Table tennis became a catalyst to bring together individuals from all areas of the Public Trustee Office. In such a large office with approximately 100 staff members, social interaction is often difficult to achieve. However, table tennis proved to be a popular vehicle for friendly social gatherings at noon-hours and after work.

A first for the Public Trustee Office, the "Table Tennis Challenge" took place

in Edmonton in the spring of 1991, between the Edmonton and Calgary offices. On a cool Saturday morning, eight members of the Calgary Public Trustee Office travelled the many miles (kilometres) north to accept the challenge from their Edmonton office counterparts. The action was non-stop throughout the one-day event, with four tables available and continuously in use. The emphasis of the tournament was on participation.

The challenge consisted of five events and was strictly an Edmonton-vs-Calgary affair, with points awarded only on a team basis. The Calgary contingent took the Men's Singles and Men's Doubles events, while the Edmonton side was successful in Women's Singles and Women's Doubles. The overall winner was decided by the Mixed Doubles event, with Calgary edging Edmonton four matches to three and thereby winning the overall Challenge Trophy. Trophies for the event were generously donated by Brian Smith of the Calgary Office and

Bill deNance of the Edmonton office.

As a result of the highly successful Table Tennis tournament, on a September weekend in 1991 the Edmonton and Calgary Public Trustee offices staged a slow-pitch challenge tournament. This time the City of Red Deer was chosen as a neutral site for the games, and despite the cool weather, participants and spectators enjoyed the friendly competition.

It is hoped that the "Table Tennis Challenge" might become an annual event, however, future tournaments and table tennis generally may be in jeopardy. The area currently used is scheduled for office expansion, and a suitable alternative area has not been located to date.

A broadly held belief is that physical activity of some sort during the day is beneficial to both the employee, in terms of well-being, and the employer, in terms of work output. Hopefully, table tennis, as a widely enjoyed form of activity at the Public Trustee Office, will continue.

✱

## Arrest Leaves Leibel At a Loss For Words

At 11:35 a.m. on Thursday, November 7, 1991 Gerry Leibel and his managers were meeting with Family Law in the Maintenance Enforcement Program boardroom. Suddenly, the door opened and a staff member said, "They're here to arrest Gerry!" A policeman, with a warrant for arrest, handcuffed the boss and led him away as staff looked aghast! Into an elevator full of people went Gerry, still wearing handcuffs and a very red face. Words failed him (for the first time in his life) as the elevator descended seven floors at a snail's pace, and Gerry kept his eyes firmly locked on his shoes.

Whisked by car to Eaton's Centre and forced to walk a gauntlet of gawking shoppers still wearing those handcuffs, Gerry wondered what was happening and why. He was brought before a judge and a list of charges (trumped up by the MEP staff) were read, including one of wearing outdated rubber boots bought at a bargain price at the A & N!

The prosecutor fixed Gerry with a baleful stare. "Name the two best Oilers," he demanded.

"B-b-booo-boo-Beukeboom and T-t-t-Tikkanen," Gerry stammered, unaware that Mrs. Beukeboom and Mrs. Tikkanen were on the jury. (Yeah, right Gerry!)

All this was in good fun and in aid of a good cause — the Canadian Cancer Society. Five MEP supervisors arranged the whole escapade, knowing Gerry for the good sport he is. The Court sentenced Gerry to the slammer and to raise \$1,000, but upon the pleadings of the aforementioned jurors (who agreed with his Oilers picks), the amount was reduced to \$700.

Gerry combined his skills as a collector with the generosity of Attorney General employees and friends and collected \$580 in less than two hours for the Cancer Society. Thanks to all who contributed from the Bowker Building, Family Law and MEP. ✱



"Jail bird Gerry"



# Property Registration Development Conference



The Annual Property Registration Development Conference was held at the Red Deer Lodge from September 15 to 17, 1991. The participants were managers and supervisory staff from the Land Titles Offices in Edmonton and Calgary and Personal Property Registry managers.

Guest speakers were Jack Klinck, Assistant Deputy Minister of the Property Services Division, and Peggy Hartman, previously Registrar of the Calgary Land Titles Office and currently Crown Counsel with the Legal Research and Analysis Branch of the Civil Division. Jack reiterated his Division's commitment to excellence in service, employee wellness and empowerment, giving examples that are now in place in several Property Registration offices. These include reduction in turnaround time for registration of documents to an average of one-and-one-half days, implementation of a no-smoking policy in the Personal Property Registry and the initiation of a compressed work week experiment in the Calgary Land Titles Office. He also commended the entire staff for their achievements in service and productivity during the last year.

In her address, Peggy Hartman discussed recent changes in statutes and policies relating to Land Titles. She then reviewed with the group a number of the amended procedures resulting from these changes, which were published in October and distributed to all owners of Land Titles Procedures Manuals.

A presentation was made by Ari Van Os, Systems Information Manager for the Land Titles Offices, with the able assistance of Susan Franks, Senior Systems Analyst, and Cecilia Wong, Data Administrator, summarizing the development progress of the ALTA system over the past year. Ari also discussed the plans for expansion of the system during the coming year. These plans include expanded electronic interface with other government departments, a survey plan index, and

name searches which would allow "sweep searching" by name to ascertain which lands are owned by specific individuals. In addition, the facility to do remote searches will be expanded throughout the province. For example, law firms who have compatible computer equipment will be able to interface with the ALTA system to obtain searches of titles on a direct basis.

Roy Aylwin, General Administration Manager of the Edmonton Land Titles Office, provided three presentations on subjects of concern to all managers and supervisors. They incorporated videos, the first of which was called "How Am I Doing?" which showed that the appraisal interview requires a logical technique, illustrated the major crimes of appraisal interviewing, and pinpointed the most frequent managerial attitudes that sabotage its success. The second presentation centered on "I'd Like A Word With You," which dealt with the much-dreaded disciplinary interview. The third featured "Meetings, Bloody Meetings," in which an inefficient chairperson dreams he is hauled up before a court for negligent conduct of meetings and is then shown how the techniques, disciplines and logic of running a business meeting parallel those of conducting a court case. All the films were informative and thought-provoking, as well as extremely amusing mainly due to the talents of John Cleese of "Monty Python" fame. Considerable discussion followed these presentations.

On the Monday evening, dressed in western gear, everyone converged on the Heritage Ranch located on the outskirts of Red Deer. Following a very tasty steak barbecue, participants chose to either join in on a hay-ride or go trail-riding on horseback. A good time was had by all.

Overall, the Property Registration managers and supervisors found the conference to be very beneficial — an interesting, informative and enjoyable experience. They're already looking forward to the next one! ❁

# Promotions and Appointments



## ADMINISTRATION

**Anne Bruce** appointed Information Analyst, Corporate Support Services, Edmonton, effective July 1, 1991.

**Lorena Eggerman** appointed Internal Auditor, Internal Audit, Edmonton, effective October 15, 1991.

**Cindy Martin** appointed Administrative Secretary, Personnel Services, Edmonton, effective July 15, 1991.

**Karen Morse** appointed Systems Analyst, Systems and Information Services, Edmonton, effective July 29, 1991.

**Yolanda Woywitka** appointed Office Manager, Communications Branch, Edmonton, effective September 9, 1991.

## MAINTENANCE ENFORCEMENT

**Karen Close** appointed Receptionist, Maintenance Enforcement Program, Edmonton, effective June 1, 1991.

**Margaret Hodgson** appointed Enforcement Support/Receptionist, Maintenance Enforcement Program, Edmonton, effective July 1, 1991.

**Kathleen Kupchanko** appointed Enforcement Support/Receptionist, Maintenance Enforcement Program, Edmonton, effective July 1, 1991.

**Pearl Langford** appointed Enforcement Officer, Maintenance Enforcement Program, Edmonton, effective August 19, 1991.

**Andelina Ong** appointed Document Processor, Maintenance Enforcement Program, Edmonton, effective July 1, 1991.

**Elke Perreault** appointed Enforcement Officer, Maintenance Enforcement Program, Edmonton, effective August 19, 1991.

**Tyrone Romaniuk** appointed Receptionist, Maintenance Enforcement Program, Edmonton, effective June 1, 1991.

**Rachelle Toliver** appointed Enforcement Supervisor, Maintenance Enforcement Program, Edmonton, effective October 7, 1991.

## COURT AND PROPERTY SERVICES

**John Bachinski** appointed Regional Director (Edmonton), Court Services, Edmonton, effective September 1, 1991.

**Glenda Baier** appointed Judicial Clerk, Provincial Court (Civil), Edmonton, effective June 17, 1991.

**Velvet Bargholz** appointed Court/Counter Clerk, Provincial Court (Criminal), Calgary, effective August 6, 1991.

**Diane Bittman** appointed Manager's Secretary, Court of Queen's Bench, Calgary, effective July 9, 1991.

**Irene Bodnar** appointed Court/Counter Clerk, Provincial Court, St. Paul, effective August 1, 1991.

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**Trish Breckenridge** appointed Court Reporter, Court Services, St. Paul, effective June 17, 1991.

**Patricia Buckley** appointed Courthouse Librarian, Provincial Court Libraries, Red Deer, effective June 10, 1991.

**Frances Carver** appointed Judicial Clerk, Family and Youth Court, Calgary, effective September 3, 1991.

**Maxine Chase** appointed Administrative Officer, Court Reporting Services, Edmonton, effective September 1, 1991.

**Elizabeth Creelman** appointed Filing and Data Entry Clerk, Provincial Court (Criminal), Edmonton, effective September 11, 1991.

**Judith Corrin** appointed Unit Supervisor, Court of Queen's Bench, Edmonton, effective July 15, 1991.

**Shelley Coutts** appointed Judicial Clerk, Provincial Court (Civil), Red Deer, effective September 16, 1991.

**Roy Davis** appointed Court Orderly, Court of Appeal, Calgary, effective July 1, 1991.

**Susan de Denus** appointed Justice's Secretary, Court of Appeal, Calgary, effective June 24, 1991.

**Karen deGroot** appointed Court/Counter Clerk, Provincial Court, Stony Plain, effective October 1, 1991.

**Alison Dodds** appointed Court/Counter Clerk, Provincial Court, Grande Prairie, effective June 10, 1991.

**Danna Dueck** appointed Judicial Clerk, Court of Queen's Bench, Edmonton, effective August 12, 1991.

**Lori Duellick** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective July 10, 1991.

**Debbie Dyck** appointed Clerk Typist, Court of Queen's Bench, Edmonton, effective June 17, 1991.

**Doreen Van Dyk** appointed Court/Counter Clerk, Provincial Court, Fort McMurray, effective October 22, 1991.

**Christine Fahrion** appointed Judicial Clerk, Provincial Court (Criminal), Edmonton, effective September 1, 1991.

**Pamela Ferguson** appointed Judicial Clerk, Family and Youth Court, Calgary, effective August 6, 1991.

**Diane Fontaine** appointed Court/Counter Clerk, Provincial Court, St. Paul, effective September 1, 1991.

**Sandra Foofat** appointed Judicial Clerk, Family and Youth Court, Calgary, effective August 1, 1991.

**Christina Fung** appointed Assistant Accountant, Court of Queen's Bench, Calgary, effective August 1, 1991.

**Karen Gallais** appointed Court Reporter, Provincial Court Reporters, Edmonton, effective June 10, 1991.

**Robert Galloway** appointed Security Officer, Court Security, Calgary, effective September 3, 1991.

**Tracy Gulaga** appointed Court/Counter Clerk, Provincial Court, St. Albert, effective August 1, 1991.

**Faye George** appointed Court/Counter Clerk, Calgary, effective July 1, 1991.

**Lori Havanka** appointed Court/Counter Clerk, Provincial Court, Leduc, effective August 12, 1991.

**Marilyn Hogarth** appointed Judicial Clerk, Provincial Court (Criminal), Edmonton, effective November 1, 1991.

**Teesha Huff** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective July 29, 1991.

**Faye Hutchings** appointed Judicial Clerk, Provincial Court (Civil), Edmonton, effective June 1, 1991.

**Lee Anne Hunt** appointed Court/Counter Clerk, Provincial Court, Vermilion, effective October 21, 1991.

**Jason Jahrig** appointed On-Line Data Processing Operator, Provincial Court (Traffic), Calgary, effective July 22, 1991.

**Patricia Jamieson** appointed Court/Counter Clerk, Provincial Court (Civil), Edmonton, effective August 20, 1991.

**Joy Jarvis** appointed Court Reporter, Court of Queen's Bench, Edmonton, effective July 1, 1991.

**Kristin Johnson** appointed Court/Counter Clerk, Provincial Court, Stony Plain, effective September 1, 1991.

**Judy Karas** appointed Judicial Clerk, Provincial Court (Criminal), Edmonton, effective July 17, 1991.

**Karin Kesel** appointed On-Line Data Processing Operator, Provincial Court (Traffic), Calgary, effective July 22, 1991.

**Lorraine Knoll** appointed Counter Supervisor, Court of Queen's Bench, Edmonton, effective September 30, 1991.

**Edith Krawchuk** appointed Court/Counter Clerk, Provincial Court, Stony Plain, effective September 9, 1991.

**Shelly Kubicek** appointed On-Line Data Entry Clerk, Provincial Court (Criminal), Calgary, effective August 19, 1991.

**Joseph Kucharski** appointed Judicial Clerk, Provincial Court (Criminal), Edmonton, effective July 29, 1991.

**Maria Kwan** appointed On-Line Data Entry Clerk, Provincial Court (Criminal), Calgary, effective August 19, 1991.

**Donna Lauinger** appointed On-Line Data Processing Operator, Provincial Court (Criminal), Calgary, effective August 19, 1991.

**Patricia Leahul** appointed Court Clerk, Family and Youth Court, Calgary, effective July 15, 1991.

**Lorraine Lermo** appointed Secretary to the Chief Sheriff's Officer, Edmonton, effective June 1, 1991.

**Donna McMartin** appointed Judge's Secretary, Court of Queen's Bench/Court of Appeal, Edmonton, effective October 1, 1991.

**Kathy Mageau** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective July 15, 1991.

**Lorna Marchuk** appointed Sheriff's Clerk, Court of Queen's Bench, Fort McMurray, effective August 1, 1991.

**Bonnie Matvichuk** appointed Court/Counter Clerk, Provincial Court, Sherwood Park, effective September 1, 1991.

**Laura McFaddin** appointed Court/Counter Clerk, Provincial Court, Peace River, effective October 17, 1991.

**Jodi McKay** appointed Cashier/Counter Clerk, Provincial Court (Criminal), Calgary, effective June 18, 1991.

**Charlene McNeil** appointed Court/Counter Clerk, Family & Youth Court, Edmonton, effective November 1, 1991.

**Lynn Melrose** appointed On-Line Data Processing Operator, Provincial Court (Traffic), Calgary, effective August 12, 1991.

**Dan Mercer** appointed Director of Operations, Court Services, Edmonton, effective July 1, 1991.

**Mona Mikoch** appointed Secretary, Judges Chambers, Provincial Court (Criminal), Calgary, effective October 7, 1991.

**Debbie Miller** appointed Circuit Supervisor, Provincial Court (Criminal), Calgary, effective October 14, 1991.

**Debbie Montgomery** appointed Judicial Clerk, Family and Youth Court, Calgary, effective September 9, 1991.

**Sandra Morkin** appointed On-Line-Data Entry Clerk, Court of Queen's Bench, Calgary, effective October 28, 1991.

**Don Mottershead** appointed Court Systems Manager, Court Services, Edmonton, effective July 1, 1991.

**Brenda Nastiuk** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective July 22, 1991.

**Edith Nellissen** appointed Courtroom Clerk, Provincial Court (Criminal), Calgary, effective September 1, 1991.

**Wendy Ouellette** appointed Court/Counter Clerk, Provincial Court, Fort McMurray, effective October 15, 1991.

**Charlene Pittner** appointed Court Reporter, Provincial Court Reporters, Edmonton, effective July 1, 1991.

**Leanne Plastow** appointed Exhibit Clerk, Provincial Court, Red Deer, effective October 7, 1991.

**Eleanor Poirier** appointed Counter Clerk, Sheriff's Office, Edmonton, effective July 15, 1991.

**Kath Potter** appointed Cashier/Counter Clerk, Provincial Court (Criminal), Calgary, effective July 15, 1991.

**Lisa Price** appointed On-Line-Data Entry Clerk, Court of Queen's Bench, Calgary, effective October 1, 1991.

**Darlene Query** appointed Secretary to Regional Director, Court Services, Edmonton, effective July 15, 1991.

**Sheila Raafuab** appointed Data Processing Operator, Sheriff's Office, Edmonton, effective November 4, 1991.

**Laurie Raby** appointed Cashier/Counter Clerk, Provincial Court (Traffic), Calgary, effective August 1, 1991.



## Promotions and Appointments...

CONTINUED FROM PAGE 11

**Jennifer Rice** appointed Judicial Clerk, Provincial Court (Civil), Edmonton, effective June 17, 1991.

**Michelle Rivard** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective July 10, 1991.

**Maureen Rodger** appointed Court/Counter Clerk, Provincial Court, Peace River, effective November 1, 1991.

**Sherri Romans** appointed Switchboard Operator, Court of Queen's Bench, Edmonton, effective July 1, 1991.

**Doreen Russell** appointed Court Reporter, Provincial Court Reporters, Edmonton, effective July 22, 1991.

**Shauna Schrale** appointed Administrative Officer, Regional Director's Office, Edmonton, effective November 1, 1991.

**Tammy Shaw** appointed Cashier/Counter Clerk, Provincial Court (Criminal), Calgary, effective July 29, 1991.

**Terry Shepard** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective August 1, 1991.

**Kim Slobodian** appointed Court/Counter Clerk, Provincial Court, Leduc, effective August 12, 1991.

**Maria Spink** appointed Court/Counter Clerk, Court of Queen's Bench, Edmonton, effective July 22, 1991.

**Elizabeth Thackeray** appointed Office Clerk, Provincial Court (Civil), Calgary, effective July 2, 1991.

**Glenda Tourout** appointed Counter/Court Clerk, Provincial Court (Civil), Calgary, effective August 1, 1991.

**Julie Ulmer** appointed Supervisor, Provincial Court (Civil), Edmonton, effective May 27, 1991.

**Alana Valde** appointed Judicial Clerk, Court of Queen's Bench, Calgary, effective September 24, 1991.

**Karen Wall** appointed Court Reporter, Special Duty Court Reporting Services, Edmonton, effective July 1, 1991.

**Janet Warwick** appointed Secretary to the Chief Justice, Court of Queen's Bench/Court of Appeal, Edmonton, effective August 12, 1991.

**Joanne Zelman** appointed Court/Counter Clerk, Provincial Court, High Prairie, effective October 15, 1991.

### CRIMINAL JUSTICE

**Patricia Berlando** appointed Legal Assistant, General Prosecutions, Drumheller, effective October 10, 1991.

**Sharon Duckworth** appointed Legal Assistant, General Prosecutions, Edmonton, effective August 1, 1991.

**Debra Dueck** appointed Unit Clerk, General Prosecutions, Edmonton, effective November 18, 1991.

**Debbie Cahoon** appointed Legal Assistant, General Prosecutions, Hinton, effective June 24, 1991.

**Pauline Collison** appointed Receptionist, General Prosecutions, Edmonton, effective November 18, 1991.

**George Combe** appointed Legal Officer, General Prosecutions, Calgary, effective June 10, 1991.

**Kristy Croy** appointed Unit Clerk, General Prosecutions, Edmonton, effective November 18, 1991.

**Elda Figueria-Tooby** appointed Crown Counsel Librarian, Provincial Court Libraries, Calgary, effective June 12, 1991.

**Sheila Flint** appointed Witness Control Clerk, Crown Prosecutors Office, Edmonton, effective September 23, 1991.

**Cindy Freedman** appointed General Prosecutor, Crown Prosecutors Office, Calgary, effective August 1, 1991.

**Karen German** appointed Legal Secretary, Crown Prosecutors Office, Calgary, effective July 1, 1991.

**Joshua Hawkes** appointed General Prosecutor, Crown Prosecutors Office, Calgary, effective July 1, 1991.

**Barbara Kane** appointed Receptionist, General Prosecutions, Edmonton, effective November 18, 1991.

**David Labrenze** appointed General Prosecutor, Crown Prosecutors Office, Peace River, effective August 1, 1991.

**Reann Lindgren** appointed Unit Clerk, General Prosecutions, Edmonton, effective November 18, 1991.

**Karen Low** appointed Unit Clerk, Crown Prosecutors Office, Edmonton, effective September 23, 1991.

**Brenda McGonigal** appointed Legal Assistant, General Prosecutions, Edmonton effective August 12, 1991.

**Joan McIlvride** appointed Legal Secretary, General Prosecutions, Edmonton, effective July 1, 1991.

**Rita Milavsky** appointed Secretary to the Environmental Manager, Edmonton, effective October 1, 1991.

**Christine Prysunka** appointed Legal Assistant, General Prosecutions, Calgary, effective August 26, 1991.

**Jacalyn Rasmussen** appointed Unit Clerk, Crown Prosecutors Office, Calgary, effective July 1, 1991.

**Michelle Redpath** appointed Queen's Bench Unit Clerk/Secretary, General Prosecutions, Edmonton, effective November 18, 1991.

**Patricia Reeves** appointed Witness Central Clerk, General Prosecutions, Edmonton, effective November 18, 1991.

**Bart Rosborough** appointed Legal Officer, Appeals & Criminal Law Policy, Edmonton, effective September 1, 1991.

**Janet-Lee Talbot** appointed Witness Central Clerk, General Prosecutions, Edmonton, effective November 18, 1991.

**Carolyn VandenBerg** appointed Legal Secretary, Crown Prosecutors Office, Lethbridge, effective August 1, 1991.

**Sally van Rassel** appointed Legal Secretary, Crown Prosecutors Office, Calgary, effective July 1, 1991.

**Neil Wiberg** appointed Chief Crown Prosecutor, General Prosecutions, Vegreville, effective November 1, 1991.

### CIVIL LAW

**Tannis Carlson** appointed Legal Officer 2, Civil Division, Edmonton, effective July 1, 1991.

**Andrea Goddard** appointed Legal Secretary, Family Law, Calgary, effective July 2, 1991.

### LAND TITLES OFFICE

**Karen Campbell** appointed Application Analyst, Land Titles Office, Edmonton, effective October 21, 1991.

**Trevor Chittick** appointed Survey Clerk, Land Titles Office, Calgary, effective October 1, 1991.

**Janice Pidwerbesky** appointed Land Titles Writer, Land Titles Office, Calgary, effective October 1, 1991.

**Patti Postlewaite** appointed Search Clerk, Land Titles Office, Calgary, effective October 1, 1991.

### PUBLIC TRUSTEE

**Caroline Lovig** appointed Word Processing Operator, Public Trustee Office, Edmonton, effective August 1, 1991.

### MEDICAL EXAMINERS

**Theresa Butler** appointed Laboratory Technician, Medical Examiners Office, Edmonton, effective September 16, 1991.

**Terri Wispinski** appointed Laboratory Technician, Medical Examiners Office, Edmonton, effective September 16, 1991.



## "Pet of the Year"

The Winner of the Play Pet Contest will be announced in the next issue of *IN GENERAL*...